



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY  
WASHINGTON, D.C. 20460

SEP 23 2013

OFFICE OF  
ADMINISTRATION  
AND RESOURCES  
MANAGEMENT

**MEMORANDUM**

**SUBJECT:** Request to Appoint Dr. Francesca Grifo to the Senior Technical Position of Scientific Integrity Official  
**ACTION MEMORANDUM**

**FROM:** Craig E. Hooks   
Assistant Administrator

**TO:** Bob Perciasepe  
Acting Administrator

**Issue:**

The Office of Research and Development requests approval to appoint Dr. Francesca Grifo to the senior technical position of scientific integrity official. This position is located in the Office of the Science Advisor, ORD. ST positions are filled without competitive procedures in accordance with 5 U.S.C 3325. However, this candidate was selected from a pool of 23 qualified candidates that responded to a widely distributed solicitation for this position. Dr. Grifo successfully met the minimum regulatory requirements and the ORD expert review panel's requirements.

**Background:**

For the past seven years, Dr. Grifo has served as the director and senior scientist for the Scientific Integrity Program under the Union of Concerned Scientists. During this time, she has developed considerable expertise on governance and the role of science in both federal decision making and regulatory frameworks. Dr. Grifo has worked with and provided valuable insight to numerous federal agencies, departments, offices and commissions in their efforts to draft policies, identify resources and best practices on scientific integrity and related policies. The focus of her work has centered on how clarity, transparency, and improved processes can lead to an organizational culture that supports scientific integrity, honest investigation, and open discussion.

Lek Kadeli, principal deputy assistant administrator for the Office of Research and Development, concurs with the recommendation for Dr. Grifo from Dr. Glenn Paulson, science advisor in ORD. In his memo, Dr. Paulson states, "This recommendation comes after an exhaustive process which Dr. Grifo's experience and skills were identified as clearly superior to the other candidates."

Dr. Grifo graduated from Smith College with a Bachelor of Arts degree in biological sciences. She obtained her doctorate in botany from Cornell University. Dr. Grifo served on numerous conference and



symposium panels. She has been the recipient of awards for her work in the area of scientific integrity and related subject matter.

The Executive Resources Division reviewed the supporting documentation provided by the program office along with Dr. Grifo's resume and the proposed position description. We believe that Dr. Grifo has the requisite education and experience to successfully meet the challenges of this position.

**Recommendation:**

I recommend that you approve the senior technical appointment of Dr. Francesca Grifo to the position of scientific integrity official located in the Office of the Science Advisor, ORD.

Approval:

  
Bob Perciasepe

10/22/13  
Date

Disapproval:

\_\_\_\_\_  
Bob Perciasepe

\_\_\_\_\_  
Date

Attachments:

1. Selection Justification, ORD
2. Dr. Francesca Grifo's Resume
3. SF52 and Position Description